

# Washington State Democratic Central Committee

## Code of Conduct

The Washington State Democratic Central Committee and its recognized affiliated bodies of the Washington State Democratic Party consist of a diversity of professionals and volunteers from all over Washington State who work together to promote a truly representative Democratic Party open to all who support its principles.

The WSDCC and these recognized affiliates convene in many physical and virtual spaces. This Code of Conduct (Code) applies in any physical or virtual location where members of the WSDCC have gathered and/or are collaborating when conducting the WSDCC business. In addition, all recognized affiliates of the WSDCC are expected to adopt and apply this Code or their own codes of conduct which may not be inconsistent with this Code. Events that take place in public spaces, such as conferences and meetup groups, may also have facility or event specific codes of conduct which will at that facility or event supplement this Code and any codes of recognized affiliates.

This Code and the related codes of affiliated bodies (collectively “codes”) apply to all members of the Washington State Democratic Party participating in Party-managed events or meetings. Recognized affiliates are primarily responsible for enforcing applicable Codes at events managed by them. However, the WSDCC may, at its discretion, enforce this Code with respect to WSDCC members or officers of recognized affiliates.

Whether or not expressly stated in the codes, all members of the WSDCC and its recognized affiliates are expected to make participation in Democratic organizations an harassment-free experience for everyone, regardless of age, disability, ethnicity, gender identity and expression, level of experience, ability, socioeconomic status, nationality, personal and/or physical appearance, race, religion or lack thereof, or sexual identity and orientation.

Whether or not expressly stated in the codes, all members of the WSDCC and its recognized affiliates are expected to engage in debate and discussion with others in a manner reflecting mutual respect and courtesy, whether such debate and discussion is occurring in Party-managed events or meetings or in other events or meetings, including virtual fora.

When appropriate the WSDCC and/or its recognized affiliates will exercise their inherent rights as deliberative assemblies to discipline members for serious or repeated violation of the codes. A participant who violates an applicable code at a Party-managed event or meeting may be asked to leave the event or meeting. A WSDCC member or officer of a recognized affiliate who violates these codes may be subject to sanction pursuant to the Procedures for Code of Conduct Violations.

Members of the WSDCC and recognized affiliated bodies are individually responsible for maintaining and advancing the collective reputation of our Party and its candidates as well as their personal reputations. They should keep in mind that:

- Their work will be used by other people, and they in turn, will depend on the work of others.
- Decisions they make will often affect others in the community.
- Disagreements happen but are not an excuse for poor behavior and bad manners. When disagreements do happen, parties should work together to solve them effectively and in a way that ensures that everyone has a reasonable opportunity to be heard and understood.
- People may not understand jokes, sarcasm and oblique references in the same way. If told by another that your conversation is making them uncomfortable, try to make amends and move forward.

Members should advance our collective commitment to openness and growth by promoting a culture of respect, inclusion and equity. They should:

- Always remember to use welcoming and inclusive language and be welcoming, inclusive, friendly and patient.
- Assume good intent on the part of other speakers and participants.
- Be kind, considerate, respectful and professional by treating all individuals with a sense of dignity, respect and worth.
- Make a personal commitment to be nonjudgmental about cultural differences, living conditions and the lifestyles of people with whom I interact.
- Avoid profane or exclusionary language. Under no circumstance should a member knowingly use racist or abusive or sexualized language.
- Avoid disruptive behavior.
- Not publish Photos, videos, and audio of others if they reasonably object or ask to be excluded and granting their request will not be inconsistent with the Party's commitment to accountability of elected representatives to their constituents and transparency of decision-making by governing bodies.
- Participants in meetings should be notified in advance of proposed live streaming and offered an opportunity to raise objection. (The previous list applies to all forms of communication, including committee meetings, whether in person, by telephone or any other forum; and other communication media, such as Facebook, Slack, mailing lists, and issue trackers that are used by the WSDCC.)

The following provisions identify specific conduct or practices that are violations of this Code and may subject the violator to disciplinary action. Members who witness behaviors that violate these provisions should proactively take appropriate and fair preventative action.

- Failing to respect others' personal space and/or making physical contact with others without receiving their consent.

- Taking advantage of a person under the influence who cannot provide reasonable consent based on their subjective level of intoxication.
- Failing to stop unwanted physical contact, even if previous consent was obtained, when objection is reasonably communicated. Consent can be instantly revoked and prior consent, intoxicated comments and/or actions are not consent. Communication shall be considered reasonable based upon whether an ordinary person in the non-consenting party's position would believe that their consent is withdrawn regardless of if such is withdrawn orally or non-orally.
- Failing to respect others' property, and property of the organization to which the member belongs.
- Failing to immediately cease behavior (including repeated insensitive joking or undue sarcasm) that is reasonably perceived by the target of the behavior as harassing, abusive or violent, and/or the speaker of the comments in question failing to reasonably take account of the fact that others may have different opinions as to what behavior qualifies as such. As political leaders in their communities, members are expected to make themselves aware of and reasonably anticipate the sensitivities of others.
- Administrators and contributors to online spaces, such as webpages and Facebook groups, should respect the reasonably assumed communal nature of such spaces.
- If consuming alcohol or other regulated substances, failing to do so responsibly and only at events where such consumption is appropriate.
- Providing alcohol or other regulated substance to any person underage and/or consuming alcohol or regulated substance while underage.

This Code may be revised from time to time at the discretion of the WSDCC with the assistance of the WSDCC Affirmative Action Committee and the WSDCC Rules and Bylaws Committee.